

## **BENEFITS OVERVIEW FOR CALIFORNIA SENIOR EXECUTIVES AND FULL PROFESSORS**

The Scripps Research Institute (TSRI) offers eligible employees a comprehensive benefits program. The program provides a medical plan, dental plan and life insurance equal to two times annual salary. Employees who do not need TSRI benefits may waive benefits (except life insurance) and receive a waiver payment as taxable income in their paycheck. Employees commence benefit participation on their date of hire. Benefit coverage stops at the end of the month in which employment terminates. Coverage is available for dependents, including spouse, domestic partner, and/or children for a nominal extra cost.

### **MEDICAL INSURANCE**

The chart below outlines the main provisions of the available medical plans. The Principal Financial Group administers the Comprehensive and Catastrophic plans. The provider network for the Comprehensive plan is Aetna Signature Administrators. The HMO plan administrator and network is the Aetna Value Network HMO.

	<b>Comprehensive Plan (PPO)</b>		<b>Catastrophic Plan</b>	<b>HMO</b>
	<b>In-Network</b>	<b>Non-Network</b>		
Deductible	\$200/person \$600/family	\$400/person \$1,200/family	\$2,000/person \$6,000/family	NONE
Office Visits, Labs, X-rays	Covered at 90%	Covered at 70%	Covered at 80%	\$15 co-pay
Immunizations, Adult Periodic Exams	Covered 90%	Covered at 70%	Not Covered	\$15 co-pay
Inpatient Hospital	Covered at 90%	Covered at 70% \$200 per admit co-pay \$200 additional deductible without pre-authorization	Covered at 80% \$200 additional deductible without pre-authorization	100% covered
Emergency Room	Covered at 90%	Covered at 70%	Covered at 80%	\$100/visit
Maximum Annual Out-of-Pocket	\$1,500/person \$3,000/family	\$3,000/person \$6,000/family	\$5,000/person \$10,000/family	\$1,500/person \$3,000/family

### **DENTAL INSURANCE**

The provider network for the dental insurance is Delta Dental. You have the choice of going to any dentist, but you will receive the greatest benefits by choosing a PPO Delta Dentist.

	<b>PPO Delta Dentists</b>	<b>Delta Premier Dentists</b>	<b>All Other Dentists</b>
<b>Deductible</b> (Per Person)	(Not applicable to Diagnostic & Preventive Services) \$50	\$50	\$50
<b>Diagnostic &amp; Preventive Services</b> Exams & Cleanings (2 per 12 month-period)	100%	80%	80%*
<b>Basic Benefits</b> Oral surgery, extractions, fillings, endodontics and periodontics	80%	80%	80%*
<b>Major Benefits</b> Crowns, jackets, cast restorations, implants	50%	50%	50%*
<b>Orthodontic Benefits</b> (Dependents to age 19)	50%	50%	50%*
<b>Maximum Benefit</b> (Per year per person)	\$1,500	\$1,500	\$1,500

\* Of "Reasonable and Customary" Charges

**MEDICAL AND DENTAL COST (MONTHLY)**

	Comprehensive Plan	HMO Plan	Catastrophic Plan	Dental Plan
Employee Only	\$50.00	\$0.00	*(\$30.00)	\$0.00
Employee + Spouse or Domestic Partner (DP)	\$197.00	\$147.00	\$0.00	\$18.00
Employee + Child(ren)	\$150.00	\$100.00	\$0.00	\$12.00
Employee + Family or Employee + DP + Child(ren)	\$297.00	\$247.00	\$20.00	\$30.00

\*If you enroll in the Catastrophic medical plan with employee only coverage, you will receive a \$30 a month reimbursement given as taxable income.

**LIFE INSURANCE COST**

**2 x Salary = \$0.00**

**3 x Salary = Age Rated**

**WAIVER PAYMENT**

The following monthly amounts will be added to your paycheck as taxable income if you choose to waive Medical and/or Dental coverage. Please note, when waiving medical coverage you will also be waiving coverage under the Prescription, Mental Health and Vision Plans.

**Medical: \$245.00**

**Dental: \$18.18**

All deductions for your benefit choices, except dependent life insurance, may be taken from your paycheck before taxes are deducted. Employees working with certain foreign visas or under certain tax treatments may not be eligible for pre-tax payroll deductions. Based on the present Social Security Administration provisions, a reduction in your Social Security benefits caused by your pre-tax benefit deductions will be minimal.

**ADDITIONAL BENEFITS**

***HEALTH PLANS***

**Prescription Drug Plan**

Employees and dependents covered by any of the medical plans may obtain generic prescriptions for \$10, formulary brand name prescriptions for \$25, or non-formulary brand name prescriptions for \$50. Mail order service is also available for all plans. Mail order service consists of a 90 day supply at \$20 for generic prescriptions, \$50 for formulary brand name prescriptions, or \$100 for non-formulary brand name prescriptions.

**Vision Plan**

Employees and dependents covered by any of the medical plans may participate in the vision plan, administered through Medical Eye Services (MES). By choosing a participating vision provider, an employee may receive an annual vision exam for a co-payment of \$10, one pair of standard lenses every 12

months, frames costing up to \$110 every 24 months or contacts costing up to \$100 every 12 months. Benefits are reduced when a non-participating provider is used.

**Counseling and Psychological Services**

An onsite counseling or referral program is available to health insurance-eligible employees and their spouses, domestic partners, and family members who require assistance in dealing with personal or family problems.

**Mental Health Program**

Employees and dependents covered by the Comprehensive and Catastrophic medical plans may participate in the mental health program, administered by United Behavioral Health (UBH). Participants may have up to 40 outpatient visits per year. Outpatient visits to an in-network provider require a \$20 co-payment per session and pre-authorization.

Outpatient visits to a non-network provider require a 50% co-insurance. Inpatient services include psychiatric and chemical dependency treatment. Employees covered by the HMO plan are 100% covered for inpatient care and detoxification. There is a \$15 co-pay for severe outpatient care and for alcohol and substance abuse care (max 20 visits/year for rehab) and a \$25 co-pay for non-severe outpatient care, (max 20 visits per year).

### ***FLEXIBLE SPENDING ACCOUNTS***

#### **Health Care Spending Account**

Employees may set aside up to \$5,000 pre-tax, annually, for self-reimbursement of medical, dental, vision and prescription expenses that are not covered by health plans. In addition over-the-counter drugs and supplies are also reimbursable (i.e. cough syrup, Advil etc).

#### **Dependent Care Spending Account**

Employees may set aside up to \$5,000 pre-tax, annually, to use for qualified dependent care expenses.

### ***PAID TIME OFF***

#### **Holidays**

There are twelve (12) paid holidays per year.

#### **Paid Personal Leave (PPL)**

PPL is not accrued for scientific staff or chairpersons. Paid time is at the discretion of the investigator and department chair. Senior management accrue 28 days (224 hours) of PPL per year for vacation, the first two days of illness or injury, or personal business. The maximum accrual is 36 days (288).

#### **Extended Sick Leave (ESL)**

ESL is available for Full Professors who are unable to work for more than two days due to his or her own, or a family member's illness or injury. A bank of 39 days of extended leave is available from the employee's first day of hire.

### ***RETIREMENT PLANS***

#### **Tax Sheltered Annuity Plan (403(b))**

A voluntary retirement savings program that allows employees to make pre-tax contributions to various investment funds.

#### **Faculty and Management Retirement Plan**

TSRI maintains a Money Purchase Retirement Plan for employees age 40 and over, that vests after three years of service. Contributions will begin on the first day of the pay period following one year of eligible service and are made to Fidelity Investments. Employees may direct the contribution to a wide array

of funds. TSRI contributes up to 20% of an employee's base pay up to an IRS maximum allowable annual amount for Chairpersons, Professors, Vice Presidents, Sr. Vice Presidents, and Presidents over age 40 and 15% for those under age 40.

#### **Deferred Compensation Plan (457(b))**

A voluntary nonqualified deferred compensation plan that allows employees, age 45 and older, receiving a 20% contribution in the 401(a) plan, to make pre-tax contributions to a wide array of funds with Fidelity Investments. Deferrals are vested 100%, however, are subject to the claims of TSRI creditors.

### ***EDUCATION***

#### **Tuition Reimbursement Plan**

Up to \$2,500 per year is available to employees to continue their education. Courses must be relevant to the employee's professional development at TSRI or must be required of a degree program. This benefit is available after 90 days of employment.

#### **Golden State ScholarShare College Savings Trust**

A voluntary savings program designed to help California families meet the increasing costs of college higher educations. The program is managed by Fidelity Investments. This benefit is available to all employees paid by TSRI and regularly scheduled to work a minimum of 20 hours per week.

### ***LIFE AND DISABILITY INSURANCE***

#### **Life Insurance, Group Term & AD&D**

Coverage options include two or three times annual salary to a maximum of \$1,000,000.

#### **Business Travel Accident Insurance**

The business travel insurance program provides coverage for death or dismemberment when traveling on official business for TSRI. Senior management, chairpersons and professors are insured for \$150,000.

#### **Life Insurance for Dependents**

\$5,000 in life insurance coverage may be purchased for each eligible dependent. The cost is the same regardless of the number of eligible dependents covered.

#### **Life Insurance, Supplementary**

Benefit-eligible employees may purchase supplementary life insurance coverage from a minimum of \$10,000 up to a maximum of \$500,000 for self and/or spouse/domestic partner. Eligible dependent children may be covered to a maximum of \$10,000 each.

**Long-Term Disability**

An income replacement program that provides up to 60% of salary, and allows up to 70% if integrated with other sources of income. The maximum benefit is \$20,000 per month. There is a 90 day disability period before benefits are payable.

**Long-Term Care Insurance**

Benefit-eligible employees may purchase long-term care insurance coverage from a minimum of \$3,000 to a maximum of \$6,000 per month. Coverage may also be purchased for spouse/domestic partner, parents, parents-in-law, grandparents, grandparents-in-law, siblings and adult children.

***OTHER BENEFITS*****Direct Deposit**

Employees may have their paychecks deposited directly to a banking institution of their choice.

**Discount Tickets and Coupons**

Available to many local attractions such as Disneyland, Sea World, the San Diego Zoo, the Wild Animal Park, Universal Studios, movie tickets, etc.

**Faculty Club and Fitness Annex**

Employees are eligible to join the Faculty Club and Fitness Annex located in the TSRI Conference Center for an annual membership fee.

**Fitness Benefit**

New hires may enroll directly with 24 Hour Fitness for \$22 a month and a waived enrollment fee. Additional family members may join for \$15 a month with a reduced enrollment fee of \$49.

**Life Event Resources**

Life Events is a confidential, personal consultation service for information and referrals to solve life's everyday challenges. Administered by United Behavioral Health, Life Events can help save time and reduce stress by helping to locate childcare, eldercare, legal service, educational resources and more.

**Transit Benefit Account**

The Transit Benefit Account (TBA) allows employees to deduct money for eligible transportation expenses on a pre-tax basis. This allows employees to save money on Federal and State income taxes, by reducing their taxable income.

**Wellness Benefits**

On-site, seated massage is available to employees on a biweekly basis. Additionally, employees may participate in yoga and tai-chi programs.